

CLASSIFICATION AND COMPENSATION PLAN
Effective July 1, 2022

ADMINISTRATIVE-CLERICAL

Grade Number & Class Title		Minimum	Mid-Point	Maximum
AC-1	Hourly	18.72	22.52	26.31
Receptionist/Clerk Recreation Clerk				
AC-2	Hourly	20.91	25.15	29.38
Account Clerk Department Clerk Senior Recreation Clerk Utility Account Clerk				
AC-3	Hourly	23.71	28.51	33.30
Customer Services Representative Senior Account Clerk Senior Department Clerk				
AC-4	Hourly	25.62	30.81	36.00
Administrative Assistant Assistant to the Town Clerk Collections Assistant Retirement Assistant Treasury Assistant				
AC-5	Hourly	27.39	32.92	38.44
Human Resources Assistant Project & Procurement Coordinator Senior Administrative Assistant				
AC-6	Hourly	28.33	34.06	39.79
Executive Assistant to the Town Manager Finance Assistant Senior Human Resources Assistant				

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TRADES-CRAFTS-LABOR

Grade Number & Class Title		Minimum	Mid-Point	Maximum
TCL-1	Hourly	18.48	22.34	26.19
Building Custodian				
TCL-2	Hourly	20.87	25.23	29.58
Building Maintenance Custodian				
TCL-3	Hourly	22.97	27.77	32.57
Facilities/Landscape Maintainer				
Maintenance & Inventory Coordinator				
Water/Sewer System Maintainer				
TCL-4	Hourly	25.70	31.09	36.48
Custodial Maintenance Supervisor				
Equipment/Line Operator				
Master Craftsperson				
TCL-5	Hourly	28.45	34.41	40.36
Assistant Public Works Supervisor				
Crew Leader				
Licensed Electrician/Skilled Carpenter				
Senior Master Mechanic				
Treatment Systems Operator				
TCL-6	Hourly	31.96	38.65	45.34
Senior Treatment Systems Operator				
TCL-7	Hourly	35.44	42.88	50.32
HVAC Technician				
Public Works Supervisor				

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MANAGERIAL-PROFESSIONAL

*Annual rates are controlling and are based on 52.2 weeks at 40 base hours per week;
compensation will be prorated for part-time schedules.*

Grade Number & Class Title		Minimum	Mid-Point	Maximum
MP-1	Annual	50,869	63,802	76,734
Associate Engineer				
Engineering Technician				
Library Innovation & Communications Specialist				
Media Technician				
Recreation Supervisor				
Station Manager				
Tourism & Visitor Services Manager				
MP-2	Annual	57,407	71,999	86,590
Administrative & Special Projects Coordinator				
Administrative Manager				
Administrative Projects Manager				
Administrative Systems Analyst				
Assistant Local Inspector				
Assistant Natural Resources Director				
Budget Analyst				
Business Systems Analyst				
Energy Specialist				
Environmental Health Inspector				
Environmental & Regulatory Coordinator				
Facilities Operations Coordinator				
Field Lister				
GIS Technician/Analyst				
Information Systems Technician				
Land Manager				
Office Accountant				
Production Manager				
Public Health Inspector				
Water Conservation Coordinator				
MP-3	Annual	67,736	84,957	102,178
Assistant Assessor				
Assistant Human Resources Director				
Assistant Public Health Director				
Assistant Public Works Engineer				
Assistant Senior Services Director				
Assistant Town Accountant				
Assistant Town Clerk				
Assistant Treasurer				
Associate Financial Manager				
Childcare Services Manager				
Communications Manager				
Customer Service Supervisor				
Economic Vitality & Tourism Manager				
Energy Conservation Coordinator				
MP-3 Class Titles are continued on next page				

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MANAGERIAL-PROFESSIONAL, continued

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MP-3, continued	Annual	67,736	84,957	102,178
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Environmental Services Coordinator *(added effective 7/1/22; subject to ratification)*

GIS Program Manager *(ratified by 2022 Annual Town Meeting)*

Local Inspector

Management Analyst

Municipal Archivist/Records Manager

Operations Manager

Recreation Programs & Events Manager

Retirement System Administrator

Senior Budget & Operations Analyst

Senior Environmental & Regulatory Coordinator

Senior Information Systems Technician

Senior Planner

MP-4	Annual	72,416	90,827	109,238
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Assistant Highway & Ground Superintendent

Assistant Recreation Director

Customer Service Administrator

Economic Vitality Manager *(added effective 11/9/22; subject to ratification)*

Environmental Services Program Administrator

GIS & Application Integration Program Manager

Operations Engineer

Public Information & Communications Manager

Public Works Engineer

MP-5	Annual	77,894	97,696	117,497
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Assistant Library Director

Assistant Town Engineer

Budget & Purchasing Director

Deputy Treasurer/Collector

Director of Sustainability

IT Operations Manager *(ratified by 2022 Annual Town Meeting)*

Financial Manager/Accountant

Natural Resources Director

Police Lieutenant

Public Health Director

Senior Services Director

Town Clerk

Town Planner

MP-6	Annual	90,448	113,440	136,432
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Assistant Fire Chief

Building Commissioner

Facilities Director

Highway & Grounds Superintendent

Police Captain

Recreation Director

Town Accountant

Town Assessor

Town Engineer

Water/Sewer Superintendent

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MANAGERIAL-PROFESSIONAL, continued

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MP-7	Annual	98,293	123,281	148,269
Director of Planning & Land Management				
Human Resources Director				
Library Director				
MP-8	Annual	109,509	137,348	165,187
Assistant Town Manager				
Chief Information Officer				
Fire Chief				
Police Chief				
Public Works Director				
MP-9	Annual	120,016	150,528	181,040
Chief Financial Officer				
Chief Technology Officer				
Deputy Town Manager				

(added effective 7/1/22; subject to ratification)

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ELECTRICAL LABOR

Grade Number & Class Title		Minimum	Mid-Point	Maximum
EL-1	Hourly	20.36	24.63	28.89
<i>(Reserved for future use)</i>				
EL-2A	Hourly	26.47	32.02	37.56
Meter Technician				
EL-2B	Hourly	28.01	33.88	39.75
Lineworker, Grade 3				
EL-3A	Hourly	33.60	37.98	42.35
Utility Electrician				
EL-3B	Hourly*	35.56	40.19	44.82
Lineworker, Grade 2		*Reflects correction voted by Personnel Board 6-16-2022		
EL-4	Hourly	44.13	49.91	55.69
Lineworker, Grade 1				
EL-5	Hourly	46.22	52.26	58.30
Lead Lineworker				
EL-6	Hourly	49.78	56.28	62.78
Line Supervisor				

ELECTRICAL MANAGEMENT

*Annual rates are controlling and are based on 52.2 weeks at 40 base hours per week;
compensation will be prorated for part-time schedules.*

Grade Number & Class Title		Minimum	Mid-Point	Maximum
EM-1	Annual	69,538	83,461	97,383
Meter Supervisor Senior Engineering Technician				
EM-2	Annual	94,051	112,838	131,624
Electrical Engineer				
EM-3	Annual	101,046	121,292	141,538
Lead Electrical Engineer				
EM-4	Annual	118,062	141,652	165,242
Power Supply & Rates Administrator				
EM-5	Annual	123,966	148,735	173,503
Assistant CMLP Director				
EM-6	Annual	142,970	171,613	200,255
CMLP Director				

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MEDIA SPECIALISTS

<u>Grade Number & Class Title</u>		Minimum	Mid-Point	Maximum
MS-1	Hourly	19.38	25.85	32.31
Education Coordinator Lead Producer				

SWIM & FITNESS

<u>Grade Number & Class Title</u>		Minimum	Mid-Point	Maximum
SF-1	Hourly	14.25	38.65	63.04
Swim/Fitness Specialist				

HUMAN SERVICES

<u>Grade Number & Class Title</u>		Minimum	Mid-Point	Maximum
HS-A	Hourly	14.25	22.89	31.52
Human Services Assistant				
HS-1	Hourly	16.82	32.05	47.28
Human Services Specialist				
HS-2	Hourly	16.82	30.48	44.13
Child Care/Education Specialist				

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TELECOMMUNICATIONS TECHNICIANS

Grade Number & Class Title		Minimum	Mid-Point	Maximum
TT-1	Hourly	31.62	37.15	42.67
Telecommunications Technician				
TT-2	Hourly	36.14	42.48	48.82
Senior Telecommunications Technician				
TT-3	Hourly	37.95	44.61	51.27
Lead Telecommunications Technician				

TELECOMMUNICATIONS MANAGEMENT

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compensation will be prorated for part-time schedules.*

Grade Number & Class Title		Minimum	Mid-Point	Maximum
TM-1	Annual	79,363	93,215	107,067
Network Administrator				
TM-2	Annual	90,401	106,240	122,079
Network Engineer Telecommunications Coordinator				
TM-3	Annual	104,471	122,763	141,054
Broadband Manager <i>(title change effective 7/1/22; subject to ratification)</i>				